

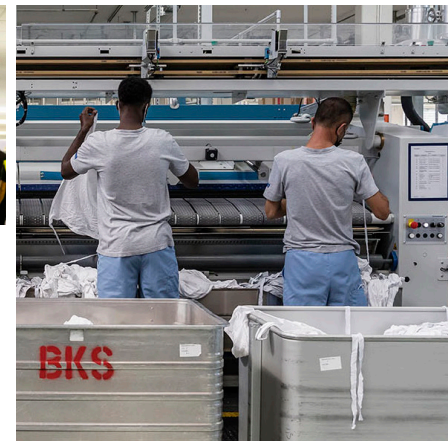
A background image showing a woman with grey hair, wearing a dark blue uniform, sitting in a prison cell. She is looking down at a laptop computer. The cell has metal bars and a window with blinds. The image is overlaid with a semi-transparent teal color.

GIVING PEOPLE A SECOND CHANCE

OFFERING PEOPLE A CLEAN START TO LIFE AFTER PRISON

Giving People a Second Chance is a TSA initiative that has been established to provide ex-offenders, as well as current prisoners, the opportunity to work within our industry. It's a win-win solution which makes good business sense - it provides companies the opportunity to support the wider society and local communities, and acts as an effective recruitment tool.

**We don't judge on the past.
We focus on what people can do in the future.
We believe in giving people a second chance.**



What's on the inside?

Offenders can gain a wide range of skills and qualifications from facilities and workshops in prison.

There are over 80,000 people in prisons in the UK. Disregarding this section of society means employers are missing out on some talented, hardworking individuals and bundles of potential.

The **New Futures Network** (NFN) brokers partnerships between prisons and employers in England and Wales. These partnerships help businesses fill skills gaps and prison leavers find employment.

There's a range of ways to get involved:



Employ serving prisoners

Businesses can set up training facilities within a prison's laundry, getting a dedicated space and workforce.



Release on temporary licence

Prisoners towards the end of their sentence, work or volunteer at your laundry while on day release, allowing you to offer work experience while assessing if their right for your business.



Employment on release

NFN can arrange interviews with prisoners before/upon release, so you can choose the best people for your business.

Reasons to do it...

Working with prisoners and ex-offenders has a whole range of benefits, such as:

RESOLVING SKILLS SHORTAGES

Work with prisons to offer laundry training opportunities creating experienced candidates upon release.

REDUCING RECRUITMENT COSTS

Opening vacancies up to ex-offenders can help reduce overheads, saving organisations substantial sums.

INCREASE STAFF RETENTION

Evidence shows the value placed on having a job, along with the desire to stay out of prison, often means ex-offenders have higher levels of loyalty, which retains them and their knowledge base within your business.

REDUCE STAFF ABSENCE

Over half of employers of ex-offenders would positively rate their attendance at work, being motivated and reliable.

MAKE A REAL DIFFERENCE

Hiring prisoners is proven to reduce reoffending. Restore people's confidence and self-esteem, give them the opportunity to turn their backs on crime and get their lives back on track.

Releasing potential.

If you are looking to support the initiative there are four different approaches you can explore:

- 1 NFN can place recruitment adverts nationally on your behalf within prison Employment Hubs that all prisoners can access.
- 2 A more targeted approach is to access workers who already have laundry expertise within the prison laundry estate. NFN can share vacancies on internal boards within the prison laundries.
- 3 NFN can send strong candidates to you directly along with release areas and dates.
- 4 The most effective way is to engage directly with the prisons in your region, or look at a national strategy with NFN depending on your recruitment needs.

To get started with any of the above, please get in contact with NFN (remember to mention you're a TSA member!):

George Welborn

Senior National Employment Manager

[E george.welborn@justice.gov.uk](mailto:george.welborn@justice.gov.uk)

To find out more about New Futures Network, please visit www.newfuturesnetwork.gov.uk

New Futures Network

 HM Prison & Probation Service



Businesses within our industry already work with prisons, prisoners and ex-offenders:

"I've seen so many success stories come out of it, I would recommend it to all laundry companies. It can change lives"

Rebecca Morgan
Head of HR at Johnson Hotel Linen

By carefully risk-assessing ex-offenders, NFN help to identify the best recruits for your business and select those who can go on to fulfil long, rewarding careers.

Want to get **involved?**

The TSA runs a Project Group driving this initiative. We'd be delighted to have more members join. To do so, or if you have any queries regarding the Second Chance scheme, get in touch.

For further details contact our Programmes and Projects Director, Shyju on

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